
Virginia's Dentistry Workforce: 2017

Healthcare Workforce Data Center

June 2017

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Over 6,000 Dentists voluntarily participated in this survey. Without their efforts the work of the center would not be possible. The Department of Health Professions, the Healthcare Workforce Data Center, and the Board of Dentistry express our sincerest appreciation for your ongoing cooperation.

Thank You!

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The Dentistry Workforce: At a Glance:

The Workforce

Licensees:	7,413
Virginia's Workforce:	5,588
FTEs:	4,423

Survey Response Rate

All Licensees:	83%
Renewing Practitioners:	93%

Demographics

Female:	35%
Diversity Index:	54%
Median Age:	49

Background

Rural Childhood:	19%
HS Diploma in VA:	40%
Prof. Degree in VA:	39%

Education

Doctorate/Prof.:	98%
Master's Degree:	1%

Finances

Median Inc.: \$140k-\$150k
Retirement Benefits: 40%
Under 40 w/ Ed debt: 77%

Current Employment

Employed in Prof.:	96%
Hold 1 Full-time Job:	69%
Satisfied?:	95%

Job Turnover

Switched Jobs:	4%
Employed over 2 yrs:	74%

Time Allocation

Patient Care:	80-89%
Administration:	1-9%
Patient Care Role:	91%

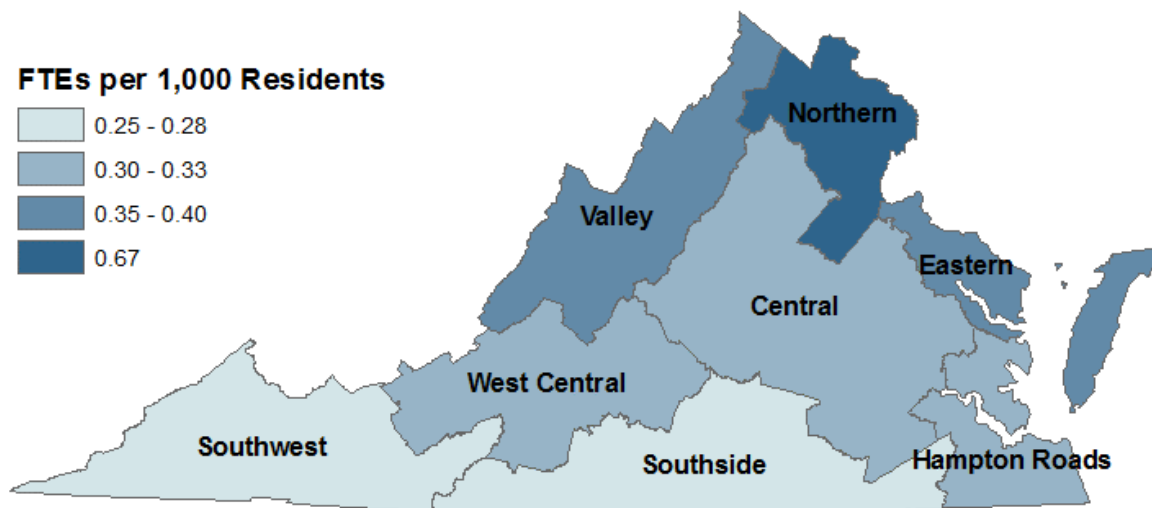
Source: Va. Healthcare Workforce Data Center

Full Time Equivalency Units per 1,000 Residents by Council on Virginia's Future Regions

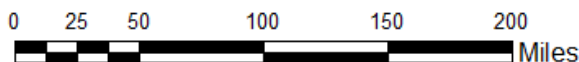
Source: Va Healthcare Workforce Data Center

FTEs per 1,000 Residents

0.25 - 0.28
0.30 - 0.33
0.35 - 0.40
0.67



Annual Estimates of the Resident Population: July 1, 2015
Source: U.S. Census Bureau, Population Division



Over 6,000 dentists voluntarily took part in the 2017 Dentist Workforce Survey. The Virginia Department of Health Professions Healthcare Workforce Data Center (HWDC) administers the survey during the license renewal process, which takes place every March for dentists. These survey respondents represent 83% of the 7,413 dentists who are licensed in the state and 93% of renewing practitioners.

The HWDC estimates that 5,588 dentists participated in Virginia's workforce during the survey period, which is defined as those who worked at least a portion of the year in the state or who live in the state and intend to return to work as a dentist at some point in the future. Between April 2016 and March 2017, Virginia's dentistry workforce provided 4,423 "full-time equivalency units", which the HWDC defines simply as working 2,000 hours a year (or 40 hours per week for 50 weeks with 2 weeks off).

Over one-third of dentists are female, while the median age of all dentists is 49. In a random encounter between two dentists, there is a 54% chance that they would be of different races or ethnicities, a measure known as the diversity index. For the Virginia population as a whole, this same probability is 56%. Meanwhile, with a diversity index of 64%, dentists who are under the age of 40 are actually more diverse than the state's overall population.

Only 19% of dentists grew up in a rural area, and about one out of five of these professionals currently work in non-Metro areas of the state. Meanwhile, 40% of Virginia's dentists graduated from high school in Virginia, and 39% received their initial professional degree in the state. In total, 48% of dentists have some educational background in the state.

Nearly all dentists hold a doctorate or professional degree, with most of the remaining dentists holding a Master's degree as their highest professional degree. More than one-third of all dentists currently have educational debt, including 77% of dentists who are under the age of 40. The median debt burden for those dentists with educational debt is between \$120,000 and \$130,000.

Ninety-six percent of dentists are currently employed in the profession. 69% hold one full-time position, while another 14% hold at least two separate positions. 29% of all dentists work between 40 and 49 hours per week, while just 3% work at least 60 hours per week. Less than 1% of dentists are involuntarily unemployed, while just 1% are voluntarily unemployed.

The median annual income for dentists is between \$140,000 and \$150,000. In addition, 53% of wage or salaried dentists receive at least one employer-sponsored benefit, including 40% who have access to some form of retirement plan. 95% of dentists indicate they are satisfied with their current employment situation, including 71% who indicate they are "very satisfied".

Nearly 80% of dentists worked in the regions of Northern Virginia, Central Virginia, and Hampton Roads. 93% of dentists work in the private sector, including 90% who work at a for-profit company. Two-thirds of dentists work at a solo dental practice, while another 19% work at a group dental practice.

A typical dentist spends between 80% and 89% of his time treating patients. 91% of all dentists serve in a patient care role, meaning that at least 60% of their time is spent treating patients. On average, a dentist treats between 50 and 74 patients per week at his primary work location.

Overall, 37% of dentists expect to retire by the age of 65. Only 8% of the workforce expects to retire in the next decade, while half the current workforce expects to retire by 2037. Over the next two years, only 2% of dentists plan on leaving the state; another 1% plan on leaving the profession. Meanwhile, 11% of dentists expect to pursue additional educational opportunities in the next two years, and 14% expect to increase their patient care activities.

Virginia had 538 more licensed dentists in 2017 compared to 2013. The number of dentists working in the state also increased from 5,312 in 2013 to 5,588 in 2017. Both sets of numbers have been on a four-year upward trend. However, this increase in workforce has not translated into more full time equivalency units for the state. In 2013, 5,312 dentists in the state provided 4,490 FTEs in the state compared to the 4,423 FTEs provided by 5,588 dentists in 2017. The four-year high occurred in 2015 when 5,443 of the state's dentistry workforce provided 4,628 FTE units. The number of hours worked provides some explanation for the decline in FTE units provided as 18% of dentists worked less than 30 hours in 2017 compared to 16% in 2013. Further, the percent with one full time position declined from 71% in 2013 to 69% in 2017; the percent with two full time or more than two positions also declined.

More dentists responded to the survey in 2017 than in 2013. The response rate for all dentists increased from 70% to 83% and the response rate for renewing dentists, the survey population, increased even more significantly from 78% to 93%. Both rates have been on the increase in the past four years.

There is some evidence of increasing gender and racial/ethnic diversity in the state's dentistry workforce although its median age is nearly unchanged. Females make up a slightly increased proportion of the workforce. Females were 35% of the workforce in 2017 compared to 30% in 2013; the trend has been upward for this statistics in the past four years. The diversity index of the dentistry workforce also increased from 48% in 2013 to 54% in 2017, with the diversity index of dentists under 40 staying well above the state average at 64% in 2017.

Respondents reporting rural childhood background declined from 21% in 2013 to 19% in 2014 and has stayed at 19% even to date. Overall, 8% of all dentists work in rural; this rate has remained unchanged in the past four years. The educational attainment of dentists also barely changed in the period. However, the percent reporting residency or special training declined from 45% in 2013 to 38% in 2017. The percent with doctorate, however, inched up from 97% to 98%.

Some changes were seen in the percent of dentists with education debt between 2013 and 2017. The percent of dentists under age 40 who reported having education debt declined from 81% in 2013 to 77% in 2017; however, the debt distribution changed. For example, the percent of this same population carrying over \$140,000 in debt increased from 43% to 48% in the same period. Further, for dentists of all ages, the percent with debt increased from 35% to 38%, with the percent carrying \$140,000 in debt increasing from 14% to 19%.

The employment outlook continues to be strong for dentists in Virginia. Unemployment is nearly non-existent. Further, employment quality continues to increase for Virginia's dentists. Fifty-three percent reported having at least one employer-sponsored benefit in 2017 compared to 46% in 2013. The percent of wage or salaried dentists who reported retirement benefits also increased from 31% to 40% in the period. However, median income stayed about the same between 2013 and 2017.

Satisfaction with current job situation declined slightly from 96% to 95% although the decline for those very satisfied with their current job situation was more pronounced from 74% to 71%. The percent of dentists who expect to retire by age 65 increased slightly from 36% in 2013 to 37% in 2017. However, the exact same percent, 29%, still expect to retire in the next decade. Further, as revealed in the last four years of data, half of the dentistry workforce plan to retire in another two decades.

A Closer Look:

Licensees		
License Status	#	%
Renewing Practitioners	6,563	89%
New Licensees	393	5%
Non-Renewals	457	6%
All Licensees	7,413	100%

Source: Va. Healthcare Workforce Data Center

Our surveys tend to achieve very high response rates. 93% of renewing dentists submitted a survey. These represent 83% of dentists who held a license at some point in the past year.

Response Rates			
Statistic	Non Respondents	Respondent	Response Rate
By Age			
Under 30	43	142	77%
30 to 34	163	671	80%
35 to 39	160	856	84%
40 to 44	100	832	89%
45 to 49	109	749	87%
50 to 54	83	579	87%
55 to 59	83	606	88%
60 and Over	545	1,692	76%
Total	1,286	6,127	83%
New Licenses			
Issued 4/2016 to 3/2017	141	252	64%
Metro Status			
Non-Metro	77	320	81%
Metro	811	4,537	85%
Not in Virginia	398	1,270	76%

Source: Va. Healthcare Workforce Data Center

At a Glance:

Licensed Dentists

Number:	7,299
New	5%
Not Renewed:	4%

Response Rates

All Licensees:	83%
Renewing Practitioners:	93%

Source: Va. Healthcare Workforce Data Center

Response Rates

Completed Surveys	6,127
Response Rate, All Licensees	83%
Response Rate, Renewals	93%

Source: Va. Healthcare Workforce Data Center

Definitions

- The Survey Period:** The survey was conducted in March 2017.
- Target Population:** All dentists who held a Virginia license at some point between April 2016 and March 2017.
- Survey Population:** The survey was available to dentists who renewed their licenses online. It was not available to those who did not renew, including some dentists newly licensed in 2017.

At a Glance:

Workforce

Dentistry Workforce: 5,588
FTEs: 4,423

Utilization Ratios

Licensees in VA Workforce: 75%
Licensees per FTE: 1.68
Workers per FTE: 1.26

Source: Va. Healthcare Workforce Data Center

Definitions

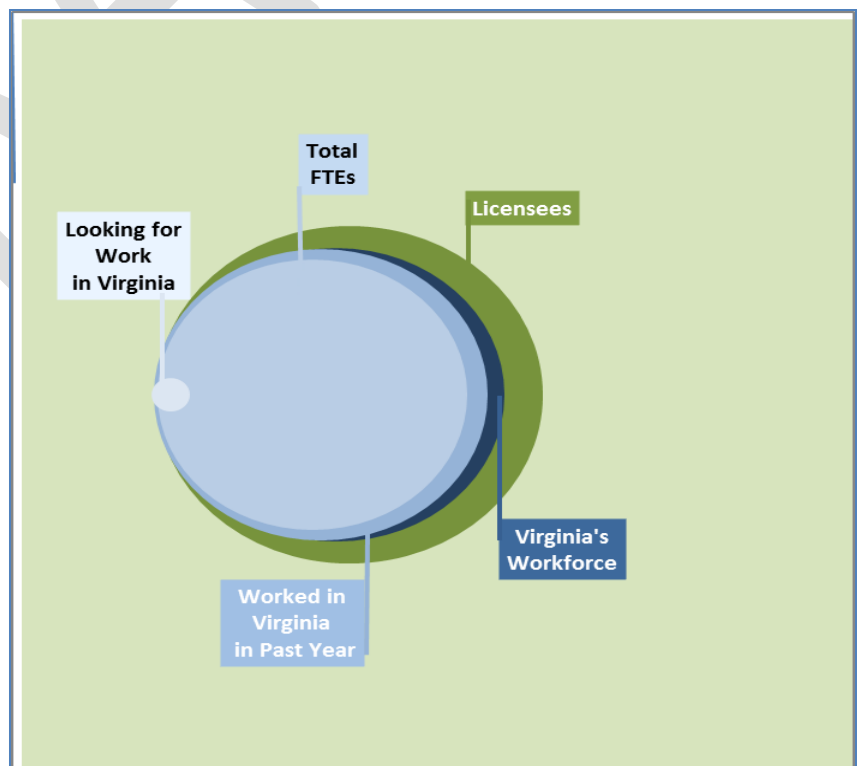
- 1. Virginia's Workforce:** A licensee with a primary or secondary work site in Virginia at any time between April 2016 and March 2017 or who indicated intent to return to Virginia's workforce at any point in the future.
- 2. Full Time Equivalency Unit (FTE):** The HWDC uses 2,000 (40 hours for 50 weeks) as its baseline measure for FTEs.
- 3. Licensees in VA Workforce:** The proportion of licensees in Virginia's Workforce.
- 4. Licensees per FTE:** An indication of the number of licensees needed to create 1 FTE. Higher numbers indicate lower licensee participation.
- 5. Workers per FTE:** An indication of the number of workers in Virginia's workforce needed to create 1 FTE. Higher numbers indicate lower utilization of available workers.

Virginia's Dentistry Workforce		
Status	#	%
Worked in Virginia in Past Year	5,519	99%
Looking for Work in Virginia	68	1%
Virginia's Workforce	5,588	100%
Total FTEs	4,423	
Licensees	7,413	

Source: Va. Healthcare Workforce Data Center

This report uses weighting to estimate the figures in this report. Unless otherwise noted, figures refer to the Virginia Workforce only. For more information on HWDC's methodology visit:

www.dhp.virginia.gov/hwdc



Source: Va. Healthcare Workforce Data Center

A Closer Look:

Age & Gender						
Age	Male		Female		Total	
	#	% Male	#	% Female	#	% in Age Group
Under 30	51	41%	73	59%	125	3%
30 to 34	218	42%	301	58%	519	11%
35 to 39	295	49%	309	51%	604	13%
40 to 44	325	55%	263	45%	588	13%
45 to 49	292	57%	218	43%	510	11%
50 to 54	281	66%	146	34%	427	9%
55 to 59	291	73%	110	27%	402	9%
60 +	1,199	89%	151	11%	1,350	30%
Total	2,953	65%	1,571	35%	4,524	100%

Source: Va. Healthcare Workforce Data Center

At a Glance:

Gender

% Female: 35%
% Under 40 Female: 55%

Age

Median Age: 49
% Under 40: 28%
% 55+: 39%

Diversity

Diversity Index: 54%
Under 40 Div. Index: 64%

Source: Va. Healthcare Workforce Data Center

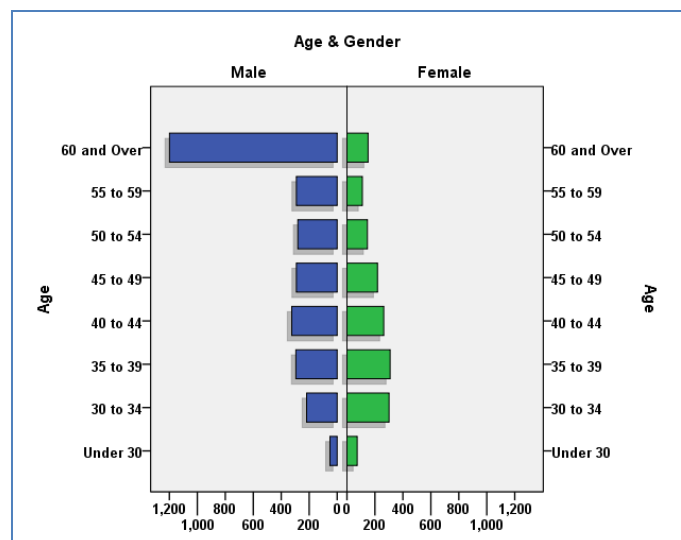
Race & Ethnicity					
Race/ Ethnicity	Virginia*	Dentists		Dentists Under 40	
	%	#	%	#	%
White	63%	2,916	65%	630	51%
Black	19%	270	6%	75	6%
Asian	6%	854	19%	368	30%
Other Race	0%	156	3%	60	5%
Two or More Races	3%	84	2%	27	2%
Hispanic	9%	215	5%	72	6%
Total	100%	4,495	100%	1,231	100%

*Population data in this chart is from the US Census, Annual Estimates of the Resident Population by Sex, Race, and Hispanic Origin for the United States, States, and Counties: July 1, 2015.

Source: Va. Healthcare Workforce Data Center

In a chance encounter between two dentists, there is a 54% chance they would be of a different race/ethnicity (a measure known as the Diversity Index), compared to a 56% chance for Virginia's population as a whole.

More than one-quarter of dentists are under the age of 40. 55% of these professionals are female, and 30% are non-Hispanic Asian.



Source: Va. Healthcare Workforce Data Center

At a Glance:

Childhood

Urban Childhood: 24%
Rural Childhood: 19%

Virginia Background

HS in Virginia: 40%
Dental Ed. in VA: 39%
HS or Dental Ed. in VA: 48%

Location Choice

% Rural to Non-Metro: 19%
% Urban/Suburban
to Non-Metro: 5%

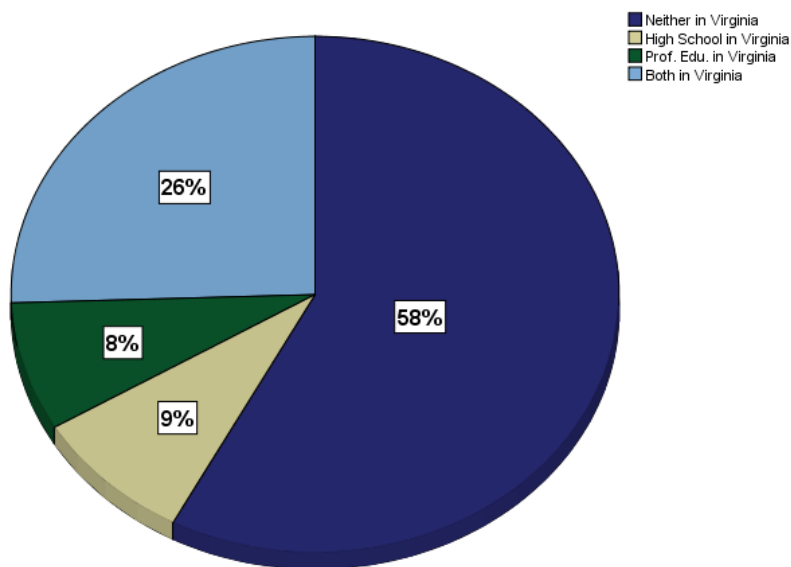
Source: Va. Healthcare Workforce Data Center

A Closer Look:

Primary Location: USDA Rural Urban Continuum		Rural Status of Childhood Location		
Code	Description	Rural	Suburban	Urban
Metro Counties				
1	Metro, 1 million+	14%	60%	26%
2	Metro, 250,000 to 1 million	32%	53%	16%
3	Metro, 250,000 or less	27%	52%	21%
Non-Metro Counties				
4	Urban pop 20,000+, Metro adj	42%	50%	8%
6	Urban pop, 2,500-19,999, Metro adj	45%	49%	7%
7	Urban pop, 2,500-19,999, nonadj	64%	23%	13%
8	Rural, Metro adj	53%	36%	11%
9	Rural, nonadj	27%	60%	13%
Overall		19%	57%	24%

Source: Va. Healthcare Workforce Data Center

Educational Background



Source: Va. Healthcare Workforce Data Center

Only 19% of dentists grew up in a rural area, and 19% of this group currently works in non-Metro areas of the state. Overall, 8% of dentists currently work in rural areas of Virginia.

Top Ten States for Dentist Recruitment

Rank	All Dentists			
	High School	#	Dental School	#
1	Virginia	1,763	Virginia	1,703
2	Outside U.S./Canada	742	DC	392
3	New York	233	Pennsylvania	288
4	Maryland	182	Maryland	259
5	Pennsylvania	172	Outside U.S./Canada	222
6	New Jersey	105	New York	211
7	Florida	104	Massachusetts	172
8	California	97	West Virginia	120
9	West Virginia	96	Tennessee	103
10	North Carolina	87	California	98

Source: Va. Healthcare Workforce Data Center

40% of all dentists earned their high school degree in Virginia, and 39% also received their initial professional degree in the state.

Among dentists who received their initial license in the past five years, 27% earned their high school degree in Virginia, while 24% received their initial professional degree in the state.

Rank	Licensed in the Past 5 Years			
	High School	#	Dental School	#
1	Virginia	311	Virginia	265
2	Outside U.S./Canada	291	Outside U.S./Canada	112
3	New York	50	New York	102
4	Maryland	41	Pennsylvania	82
5	Pennsylvania	36	Maryland	70
6	North Carolina	32	Massachusetts	62
7	California	31	Washington, D.C.	60
8	Florida	29	California	46
9	West Virginia	28	West Virginia	37
10	Georgia	22	Ohio	28

Source: Va. Healthcare Workforce Data Center

One quarter of Virginia's licensees were not part of the state's dental workforce. 88% of these licensees worked at some point in the past year, including 84% who worked as dentists.

At a Glance:

Not in VA Workforce

Total:	1,826
% of Licensees:	25%
Federal/Military:	16%
Va Border State/DC:	20%

Source: Va. Healthcare Workforce Data Center

A Closer Look:

Highest Dental Degree		
Degree	#	%
Baccalaureate	31	1%
Graduate Certificate	38	1%
Masters	39	1%
Doctorate/Professional	4,291	98%
Total	4,400	100%

Source: Va. Healthcare Workforce Data Center

More than one-third of dentists carry educational debt, including 77% of those under the age of 40. For those in debt, their median burden is between \$120,000 and \$130,000.

At a Glance:

Education

Doctorate/Professional: 98%

Baccalaureate: 1%

Educational Debt

Carry debt: 38%

Under age 40 w/ debt: 77%

Median debt: \$120k-\$130k

Residencies

GPR-1: 13%

AEGD: 9%

Orthodontics: 7%

Source: Va. Healthcare Workforce Data Center

Residencies/Special Training Programs		
Residency	#	%
General Practice Residency -1 (GPR-1)	701	13%
Advanced Education in General Dentistry (AEGD)	506	9%
Orthodontics	306	7%
Pediatric Dentistry	220	4%
Oral and Maxillofacial Surgery	155	3%
Periodontology	155	3%
General Practice Residency -2 (GPR-2)	146	3%
Endodontics	134	2%
Prosthodontics	122	2%
Dental Public Health	14	0%
Oral and Maxillofacial Pathology	11	0%
Oral and Maxillofacial Radiology	3	0%
At Least One	2,143	38%

Source: Va. Healthcare Workforce Data Center

Educational Debt				
Amount Carried	All Dentists		Dentists under 40	
	#	%	#	%
None	2,349	62%	248	23%
Less than \$40,000	216	6%	65	6%
\$40,000-\$59,999	101	3%	38	4%
\$60,000-\$79,999	107	3%	46	4%
\$80,000-\$99,999	129	3%	48	5%
\$100,000-\$119,999	138	4%	60	6%
\$120,000-\$139,999	87	2%	47	4%
\$140,000-\$159,999	99	3%	59	6%
\$160,000-\$179,999	58	2%	33	3%
\$180,000-\$199,999	65	2%	44	4%
\$200,000 or More	462	12%	374	35%
Total	3,811	100%	1,061	100%

Source: Va. Healthcare Workforce Data Center

At a Glance:

Employment

Employed in Profession: 96%

Involuntarily Unemployed: <1%

Positions Held

1 Full-time: 69%

2 or More Positions: 14%

Weekly Hours:

40 to 49: 29%

60 or more: 3%

Less than 30: 15%

Source: Va. Healthcare Workforce Data Center

A Closer Look:

Current Work Status

Status	#	%
Employed, capacity unknown	6	0%
Employed in a dentistry related capacity	4,248	96%
Employed, NOT in a dentistry related capacity	16	0%
Not working, reason unknown	1	0%
Involuntarily unemployed	7	0%
Voluntarily unemployed	39	1%
Retired	96	2%
Total	4,413	100%

Source: Va. Healthcare Workforce Data Center

96% of Virginia's dentists are employed in the profession, and 69% currently have one full-time job. 29% of dentists currently work between 40 and 49 hours per week, while only 3% work at least 60 hours per week.

Current Positions

Positions	#	%
No Positions	144	3%
One Part-Time Position	568	13%
Two Part-Time Positions	212	5%
One Full-Time Position	2,967	69%
One Full-Time Position & One Part-Time Position	304	7%
Two Full-Time Positions	19	0%
More than Two Positions	79	2%
Total	4,293	100%

Source: Va. Healthcare Workforce Data Center

Current Weekly Hours

Hours	#	%
0 hours	144	3%
1 to 9 hours	115	3%
10 to 19 hours	149	3%
20 to 29 hours	391	9%
30 to 39 hours	1,879	44%
40 to 49 hours	1,258	29%
50 to 59 hours	253	6%
60 to 69 hours	78	2%
70 to 79 hours	18	0%
80 or more hours	22	1%
Total	4,306	100%

Source: Va. Healthcare Workforce Data Center

A Closer Look:

Income		
Hourly Wage	#	%
Volunteer Work Only	50	1%
Less Than \$30,000	135	4%
\$30,000-\$69,999	286	8%
\$70,000-\$109,999	593	17%
\$110,000-\$149,999	688	20%
\$150,000-\$189,999	465	14%
\$190,000-\$229,999	399	12%
\$230,000-\$269,999	251	7%
\$270,000-\$309,999	173	5%
\$310,000-\$349,999	67	2%
More than \$350,000	308	9%
Total	3,415	100%

Source: Va. Healthcare Workforce Data Center

At a Glance:

Earnings

Median Income: \$140k-\$150k

Benefits

Retirement: 34%

Paid Vacation: 21%

Satisfaction

Satisfied: 95%

Very Satisfied: 71%

Source: Va. Healthcare Workforce Data Center

Job Satisfaction		
Level	#	%
Very Satisfied	3,056	71%
Somewhat Satisfied	1,054	24%
Somewhat Dissatisfied	160	4%
Very Dissatisfied	32	1%
Total	4,301	100%

Source: Va. Healthcare Workforce Data Center

The typical dentist made between \$140,000 and \$150,000 in the past year. Among dentists who were compensated at the primary work location with either a salary or an hourly wage, 34% had access to a retirement plan and 21% received paid vacation leave.

Employer-Sponsored Benefits			
Benefit	#	%	% of Wage/Salary Employees
Retirement	1,433	34%	40%
Paid Vacation	902	21%	29%
Paid Sick Leave	539	13%	18%
Group Life Insurance	518	12%	17%
Dental Insurance	457	11%	15%
Signing/Retention Bonus	123	3%	4%
Receive at least one benefit	1,817	43%	53%

*From any employer at time of survey.

Source: Va. Healthcare Workforce Data Center

A Closer Look:

Employment Instability in Past Year		
In the past year did you . . . ?	#	%
Experience involuntary unemployment?	49	1%
Experience voluntary unemployment?	148	3%
Work part-time or temporary positions, but would have preferred a full-time/permanent position?	119	2%
Work two or more positions at the same time?	703	13%
Switch employers or practices?	198	4%
Experienced at least 1	1,009	18%

Source: Va. Healthcare Workforce Data Center

Only 1% of Virginia's dentists experienced involuntary unemployment at some point during the renewal cycle. By comparison, Virginia's average monthly unemployment rate was 4.0% during the past year.¹

Location Tenure				
Tenure	Primary		Secondary	
	#	%	#	%
Not Currently Working at this Location	75	2%	47	5%
Less than 6 Months	201	5%	98	10%
6 Months to 1 Year	301	7%	115	11%
1 to 2 Years	533	13%	178	17%
3 to 5 Years	664	16%	194	19%
6 to 10 Years	596	14%	142	14%
More than 10 Years	1,861	44%	253	25%
Subtotal	4,232	100%	1,027	100%
Did not have location	71		4,512	
Item Missing	1,285		48	
Total	5,588		5,588	

Source: Va. Healthcare Workforce Data Center

More than half of dentists are salary or wage employees, while 36% receive income from their own practice.

At a Glance:

Unemployment Experience

Involuntarily Unemployed: 1%
Underemployed: 2%

Turnover & Tenure

Switched Jobs: 4%
New Location: 17%
Over 2 years: 74%
Over 2 yrs, 2nd location: 57%

Employment Type

Salary/Commission: 56%
Business/Practice Income: 36%
Hourly Wage: 3%

Source: Va. Healthcare Workforce Data Center

About three-quarters of dentists have worked at their primary location for at least two years.

Employment Type		
Primary Work Site	#	%
Salary/ Commission	1,906	56%
Hourly Wage	116	3%
By Contract	111	3%
Business/ Practice Income	1,222	36%
Unpaid	34	1%
Subtotal	3,389	100%
Did not have location	71	
Item Missing	2,128	

Source: Va. Healthcare Workforce Data Center

¹ As reported by the US Bureau of Labor Statistics. The non-seasonally adjusted monthly unemployment rate ranged from 3.6% in April 2016 to 3.8% in March 2017. The statistic for March was preliminary at the time of publishing this report.

At a Glance:

Concentration

Top Region:	42%
Top 3 Regions:	79%
Lowest Region:	1%

Locations

2 or more (Past Year):	19%
2 or more (Now*):	23%

Source: Va. Healthcare Workforce Data Center

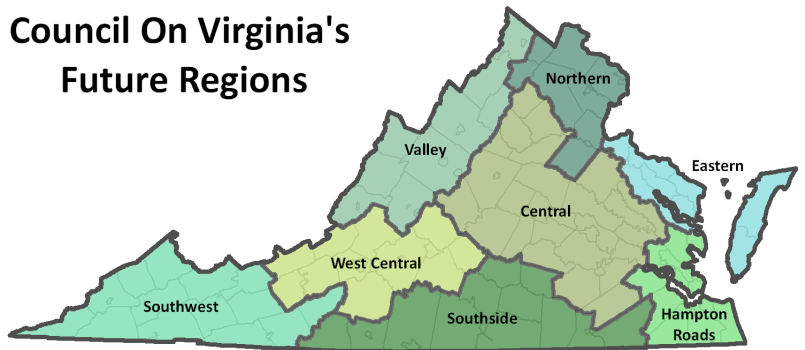
42% of all dentists work in Northern Virginia, the most of any region in Virginia. With only 1% of the workforce, Eastern Virginia has the fewest number of dentists of any region in the state.

A Closer Look:

Regional Distribution of Work Locations				
COVF Region	Primary Location		Secondary Location	
	#	%	#	%
Central	802	19%	198	19%
Eastern	51	1%	22	2%
Hampton Roads	741	18%	147	14%
Northern	1,776	42%	431	41%
Southside	118	3%	21	2%
Southwest	107	3%	19	2%
Valley	203	5%	36	3%
West Central	335	8%	62	6%
Virginia Border State/DC	31	1%	50	5%
Other US State	39	1%	68	6%
Outside of the US	1	0%	1	0%
Total	4,206	100%	1,056	100%
Item Missing	1,311		19	

Source: Va. Healthcare Workforce Data Center

Council On Virginia's Future Regions



Nearly 80% of dentists currently have just one work location, while 23% have two different work locations.

Number of Work Locations				
Locations	Work Locations in Past Year		Work Locations Now*	
	#	%	#	%
0	71	1%	131	3%
1	4,441	79%	3,182	74%
2	679	12%	635	15%
3	295	5%	272	6%
4	56	1%	41	1%
5	20	0%	20	0%
6 or More	25	0%	15	0%
Total	5,588	100%	4,297	100%

*At the time of survey completion, March 2016.

Source: Va. Healthcare Workforce Data Center

A Closer Look:

Sector	Location Sector			
	Primary Location		Secondary Location	
	#	%	#	%
For-profit	3,643	90%	858	84%
Non-profit	125	3%	59	6%
State/local government	163	4%	75	7%
Veterans Administration	16	0%	2	0%
U.S. Military	109	3%	21	2%
Other Federal Government	12	0%	7	1%
Total	4,069	100%	1,022	100%
Did not have location	77		4,425	
Item missing	1,402		101	

Source: Va. Healthcare Workforce Data Center

At a Glance: (Primary Locations)

Sector

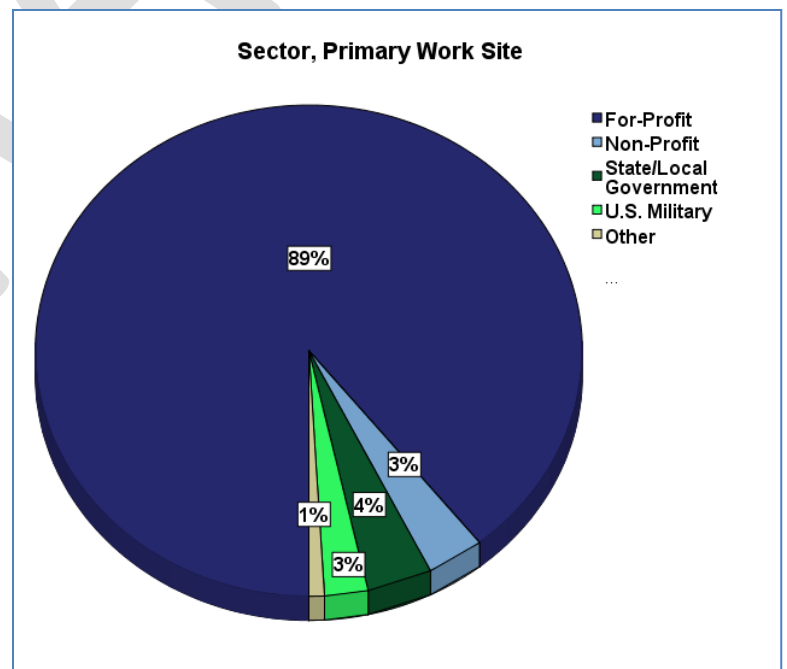
For Profit: 90%
Federal: 3%

Top Establishments

Solo Practice: 67%
Group Practice: 19%

Source: Va. Healthcare Workforce Data Center

90% of dentists worked in for-profit establishments. Another 7% worked for a government agency, including 4% who worked for the state government.



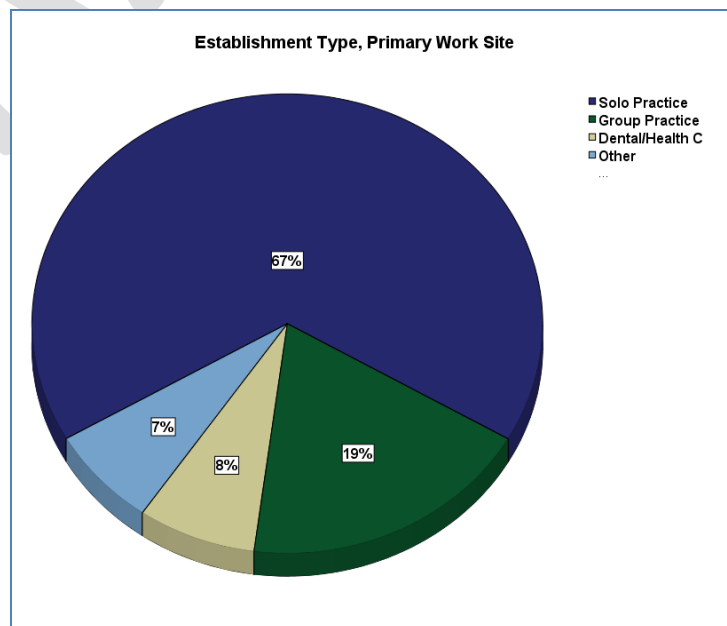
Source: Va. Healthcare Workforce Data Center

Establishment Type	Location Type			
	Primary Location		Secondary Location	
	#	%	#	%
Solo Practice	2,636	67%	533	56%
Group Practice	740	19%	232	24%
Dental/Health Clinic	298	8%	81	8%
Dental School (including Combined Dental/Dental Hygiene)	80	2%	33	3%
Hospital/Health System	61	2%	19	2%
Corrections	33	1%	14	2%
Public Health Program	22	1%	14	1%
Dental Hygiene Program (Community College)	12	0%	2	0%
Insurance	5	0%	1	0%
Supplier Organization	4	0%	2	0%
Nursing Home/Long-Term Care Facility	3	0%	1	0%
K-12 School or Non-Dental College	2	0%	2	0%
Dental Hygiene Program (Technical School)	0	0%	0	0%
Other	57	1%	20	2%
Total	3,953	100%	956	100%
Did Not Have a Location	71		4,512	

Source: Va. Healthcare Workforce Data Center

Two-thirds of dentists work at a solo dental practice at their primary work location, while another 19% work at a group dental practice. Dental/health clinics were also significant employers of Virginia's dental workforce.

Among those dentists who also have a secondary work location, more than three-quarters work at a dental practice, including 56% who work at a solo dental practice.



Source: Va. Healthcare Workforce Data Center

At a Glance: (Primary Locations)

Typical Time Allocation

Patient Care: 80%-89%
Administration: 1%-9%

Roles

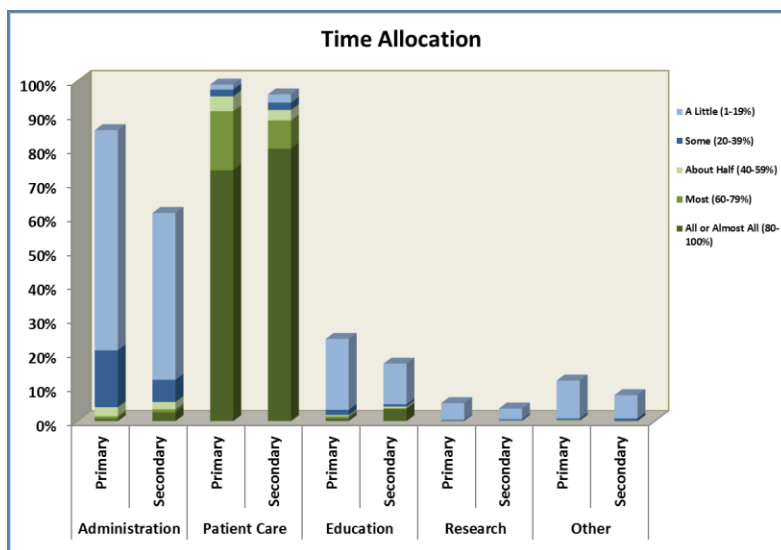
Patient Care: 91%
Administrative: 1%
Education: 1%

Patient Care Dentists

Median Admin Time: 1%-9%
Ave. Admin Time: 10%-19%

Source: Va. Healthcare Workforce Data Center

A Closer Look:



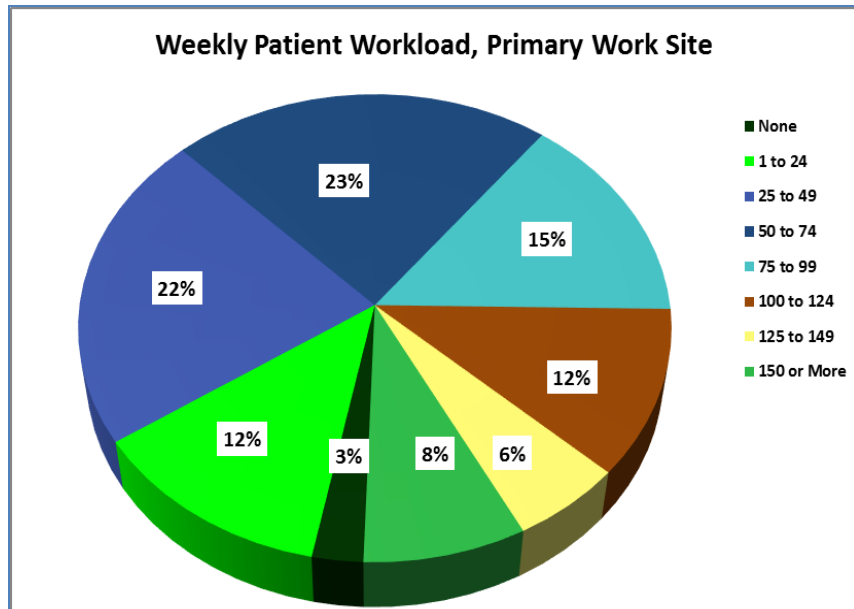
Source: Va. Healthcare Workforce Data Center

A typical dentist spends most of his time caring for patients, with most of the remaining time spent doing administrative tasks. 91% of dentists fill a patient care role, defined as spending 60% or more of their time on patient care activities.

Time Allocation										
Time Spent	Admin.		Patient Care		Education		Research		Other	
	Prim. Site	Sec. Site	Prim. Site	Sec. Site	Prim. Site	Sec. Site	Prim. Site	Sec. Site	Prim. Site	Sec. Site
All or Almost All (80-100%)	1%	3%	74%	80%	1%	4%	0%	0%	0%	0%
Most (60-79%)	1%	1%	17%	8%	1%	0%	0%	0%	0%	0%
About Half (40-59%)	3%	2%	4%	3%	0%	0%	0%	0%	0%	0%
Some (20-39%)	17%	7%	2%	2%	2%	1%	0%	0%	0%	1%
A Little (1-20%)	65%	49%	1%	2%	21%	12%	5%	3%	11%	7%
None (0%)	14%	39%	1%	4%	76%	83%	95%	96%	88%	92%

Source: Va. Healthcare Workforce Data Center

A Closer Look:



Source: Va. Healthcare Workforce Data Center

At a Glance:

Patient Workload (Median)

Total

Primary Location: 50-74

Secondary Location: 1-24

Hygiene Checks by Support Personnel

Primary Location: 1-24

Secondary Location: None

Source: Va. Healthcare Workforce Data Center

The typical dentist treated between 50 and 74 patients per week at his primary work location. Approximately one-third of those visits were hygiene checks by support personnel.

# of Patients Per Week	Primary Work Location				Secondary Work Location			
	Total		Hygiene Checks*		Total		Hygiene Checks*	
	#	%	#	%	#	%	#	%
None	103	3%	1,758	44%	77	8%	536	54%
1-24	506	12%	889	22%	494	50%	342	35%
25-49	897	22%	773	19%	201	20%	65	7%
50-74	924	23%	346	9%	110	11%	27	3%
75-99	600	15%	154	4%	40	4%	7	1%
100-124	467	12%	53	1%	29	3%	2	0%
125-149	228	6%	15	0%	14	1%	1	0%
150-174	138	3%	11	0%	10	1%	2	0%
175-199	64	2%	14	0%	4	0%	1	0%
200-224	56	1%	5	0%	5	1%	1	0%
225-249	19	0%	2	0%	1	0%	0	0%
250-274	11	0%	1	0%	2	0%	0	0%
275-299	8	0%	0	0%	0	0%	0	0%
300 or more	33	1%	7	0%	3	0%	3	0%
Total	4,056	100%	4,028	100%	991	100%	988	100%

*Performed by Support Personnel

Source: Va. Healthcare Workforce Data Center

A Closer Look:

Retirement Expectations				
Expected Retirement Age	All Dentists		Dentists over 50	
	#	%	#	%
Under age 50	29	1%	-	-
50 to 54	127	3%	-	-
55 to 59	361	10%	65	4%
60 to 64	865	23%	281	16%
65 to 69	1,169	31%	589	33%
70 to 74	672	18%	502	28%
75 to 79	194	5%	147	8%
80 or over	73	2%	56	3%
I do not intend to retire	251	7%	159	9%
Total	3,741	100%	1,799	100%

Source: Va. Healthcare Workforce Data Center

At a Glance:

Retirement Expectations

All Dentists

Under 65: 37%

Under 60: 14%

Dentists 50 and over

Under 65: 19%

Under 60: 4%

Time until Retirement

Within 2 years: 8%

Within 10 years: 29%

Half the workforce: By 2037

Source: Va. Healthcare Workforce Data Center

More than one-third of dentists expect to retire by the age of 65, but only 19% of those dentists who are age 50 or over expect to retire by the same age. Meanwhile, about one-third of all dentists expect to work until at least age 70, including 7% who do not expect to retire at all.

Within the next two years, only 2% of Virginia's dentists plan on leaving the state and 1% plan on leaving the profession. Meanwhile, 14% of dentists plan on increasing their patient care activities, and 11% plan on pursuing additional educational opportunities.

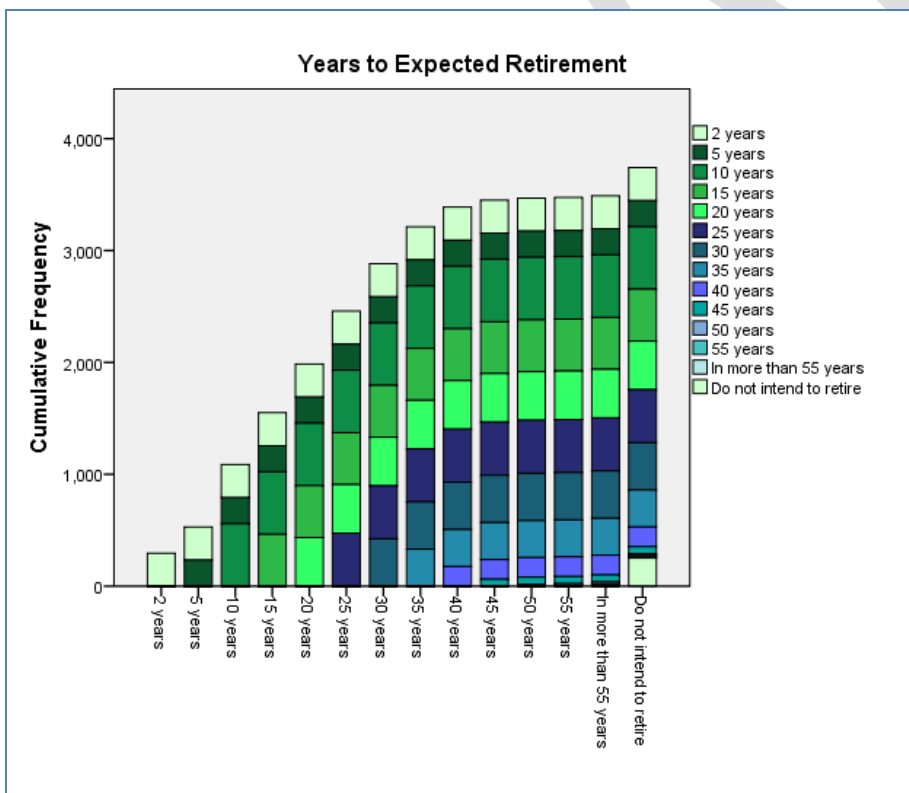
Future Plans		
2 Year Plans:	#	%
Decrease Participation		
Leave Profession	71	1%
Leave Virginia	89	2%
Decrease Patient Care Hours	474	8%
Decrease Teaching Hours	25	0%
Increase Participation		
Increase Patient Care Hours	765	14%
Increase Teaching Hours	208	4%
Pursue Additional Education	633	11%
Return to Virginia's Workforce	15	0%

Source: Va. Healthcare Workforce Data Center

By comparing retirement expectation to age, we can estimate the maximum years to retirement for dentists. 8% of dentists expect to retire within the next two years, while 29% expect to retire in the next ten years. More than half of the current dentistry workforce expects to retire by 2037.

Time to Retirement			
Expect to retire within. . .	#	%	Cumulative %
2 years	295	8%	8%
5 years	233	6%	14%
10 years	558	15%	29%
15 years	464	12%	41%
20 years	434	12%	53%
25 years	474	13%	66%
30 years	423	11%	77%
35 years	331	9%	86%
40 years	176	5%	91%
45 years	63	2%	92%
50 years	17	0%	93%
55 years	6	0%	93%
In more than 55 years	16	0%	93%
Do not intend to retire	251	7%	100%
Total	3,741	100%	

Source: Va. Healthcare Workforce Data Center



Source: Va. Healthcare Workforce Data Center

Using these estimates, retirements will begin to reach over 10% of the current workforce every 5 years by 2027. Retirements will peak at 15% of the current workforce around the same time period before declining to under 10% of the current workforce again around 2052.

At a Glance:

FTEs

Total: 4,423
FTEs/1,000 Residents: 0.528
Average: 0.80

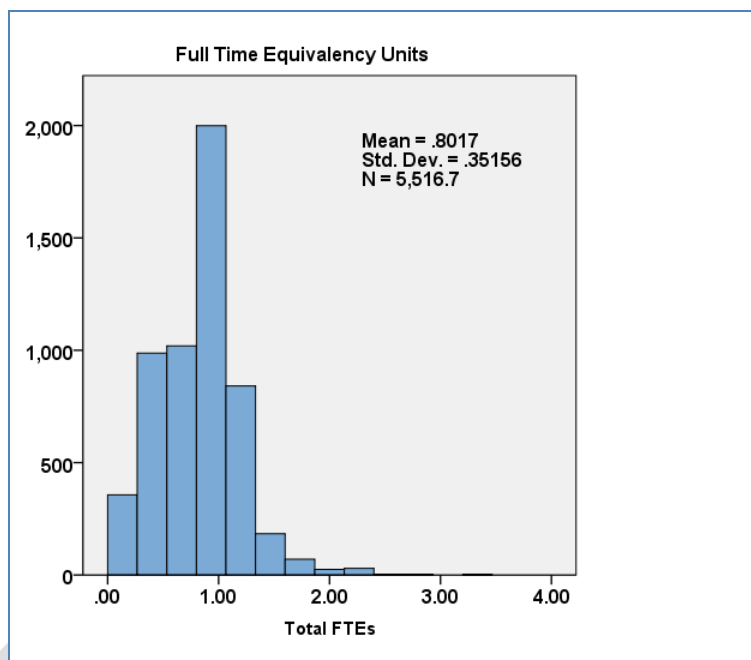
Age & Gender Effect

Age, Partial Eta²: Small
Gender, Partial Eta²: Small

Partial Eta² Explained:
Partial Eta² is a statistical measure of effect size.

Source: Va. Healthcare Workforce Data Center

A Closer Look:

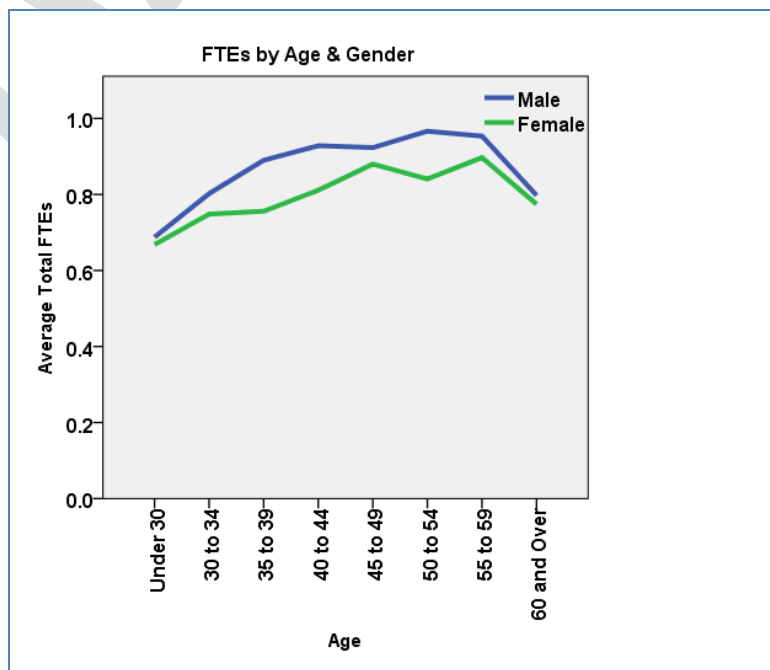


Source: Va. Healthcare Workforce Data Center

The typical (median) dentist provided 0.83 FTEs during the past year, or approximately 33 hours per week for 52 weeks. Although FTEs appear to vary by age and gender, statistical tests did not verify that a difference exists.²

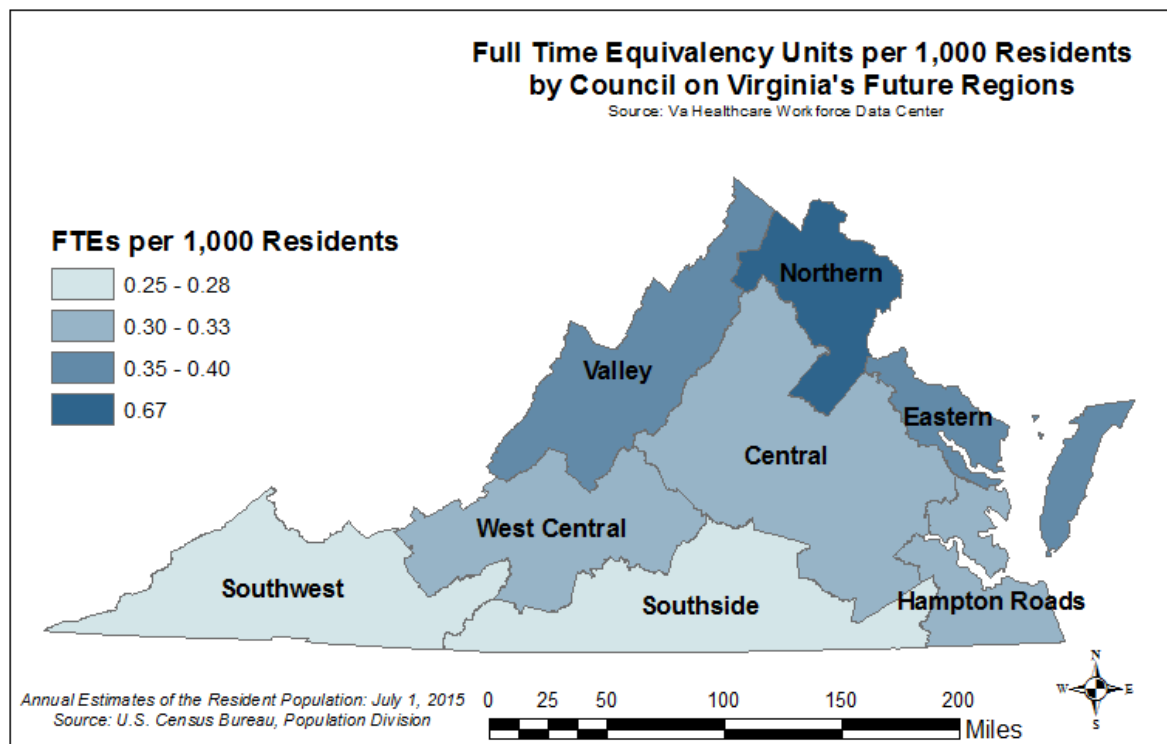
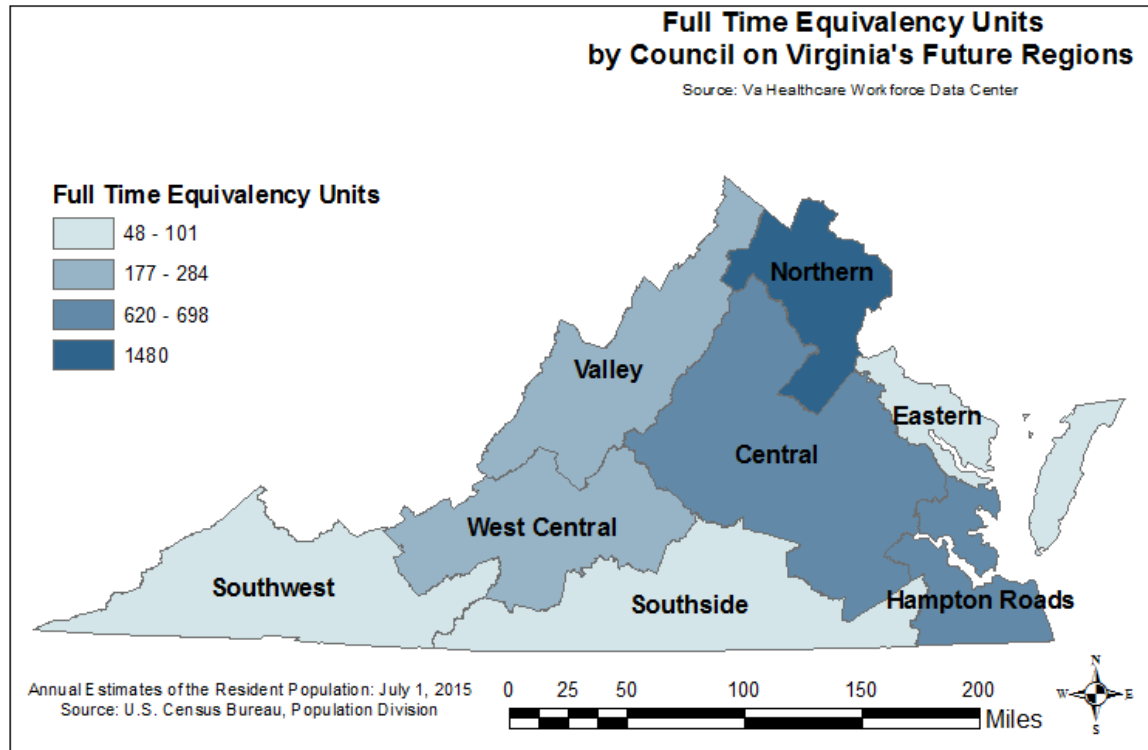
Full-Time Equivalency Units		
Age	Average	Median
Age		
Under 30	0.68	0.72
30 to 34	0.74	0.70
35 to 39	0.81	0.79
40 to 44	0.80	0.84
45 to 49	0.89	0.83
50 to 54	0.89	0.85
55 to 59	0.91	0.84
60 and Over	0.73	0.79
Gender		
Male	0.86	0.88
Female	0.80	0.84

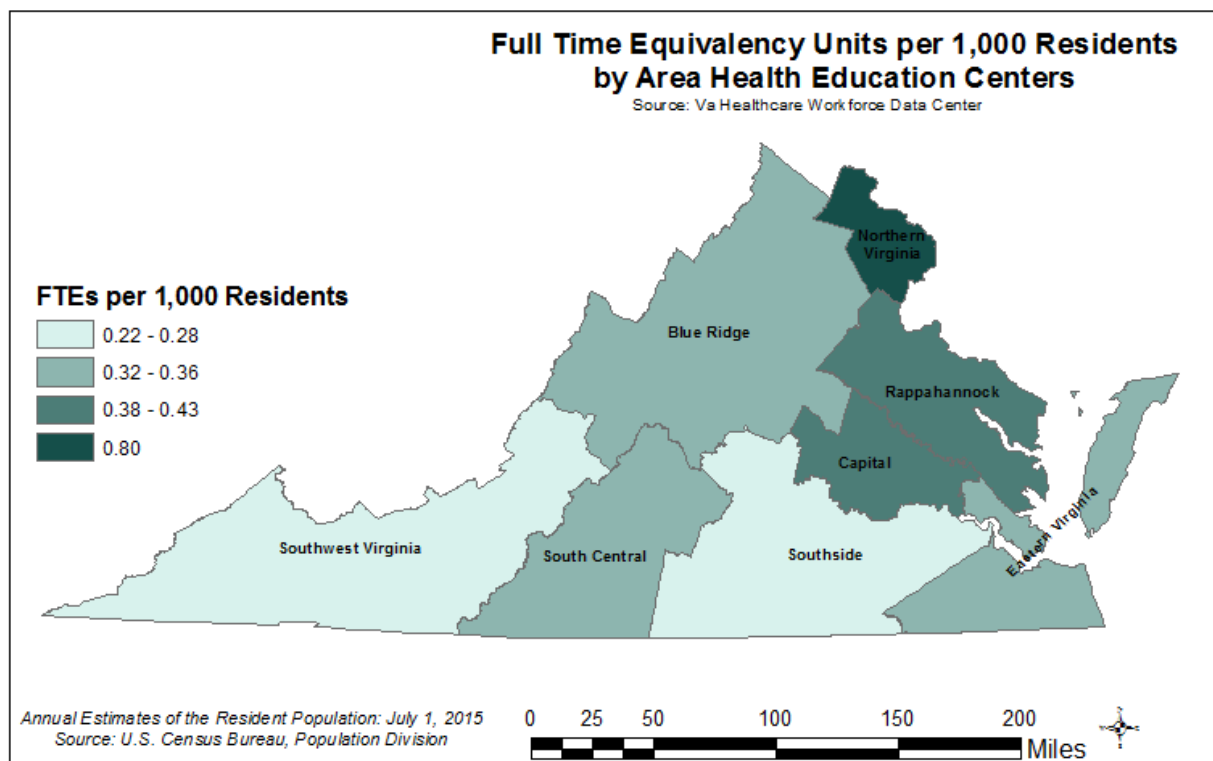
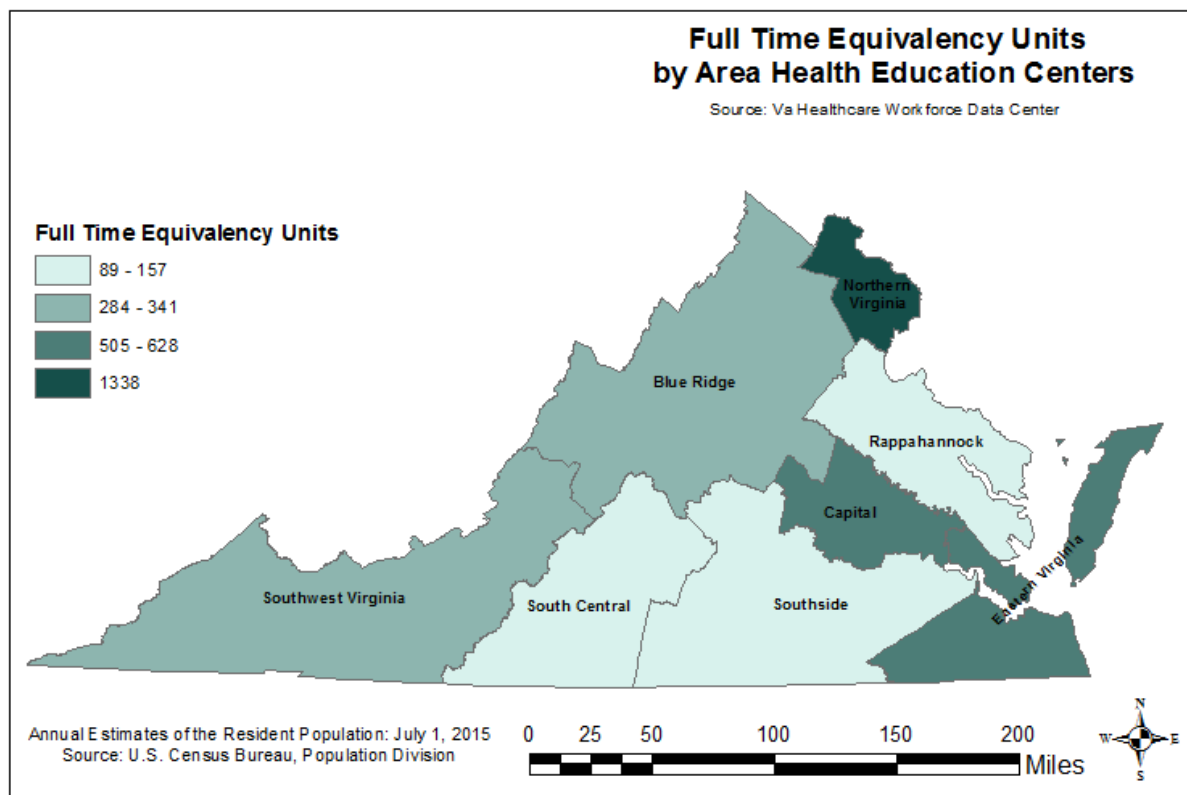
Source: Va. Healthcare Workforce Data Center

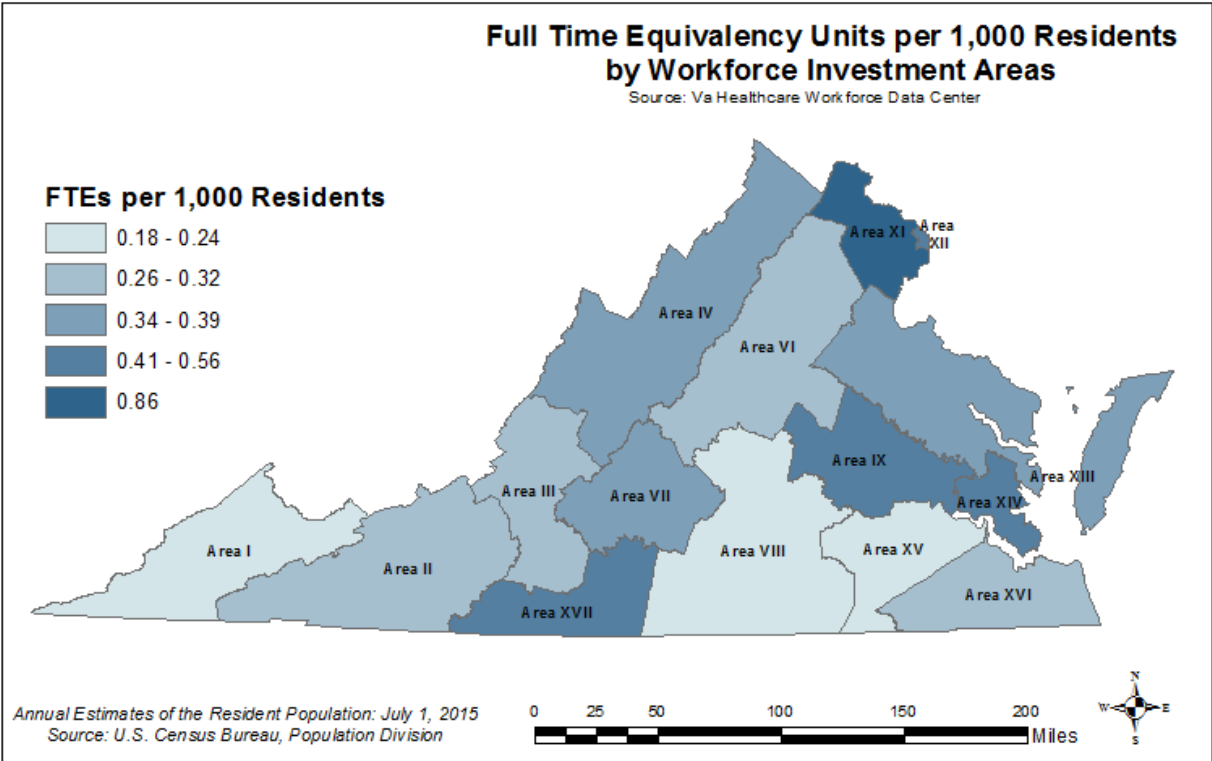
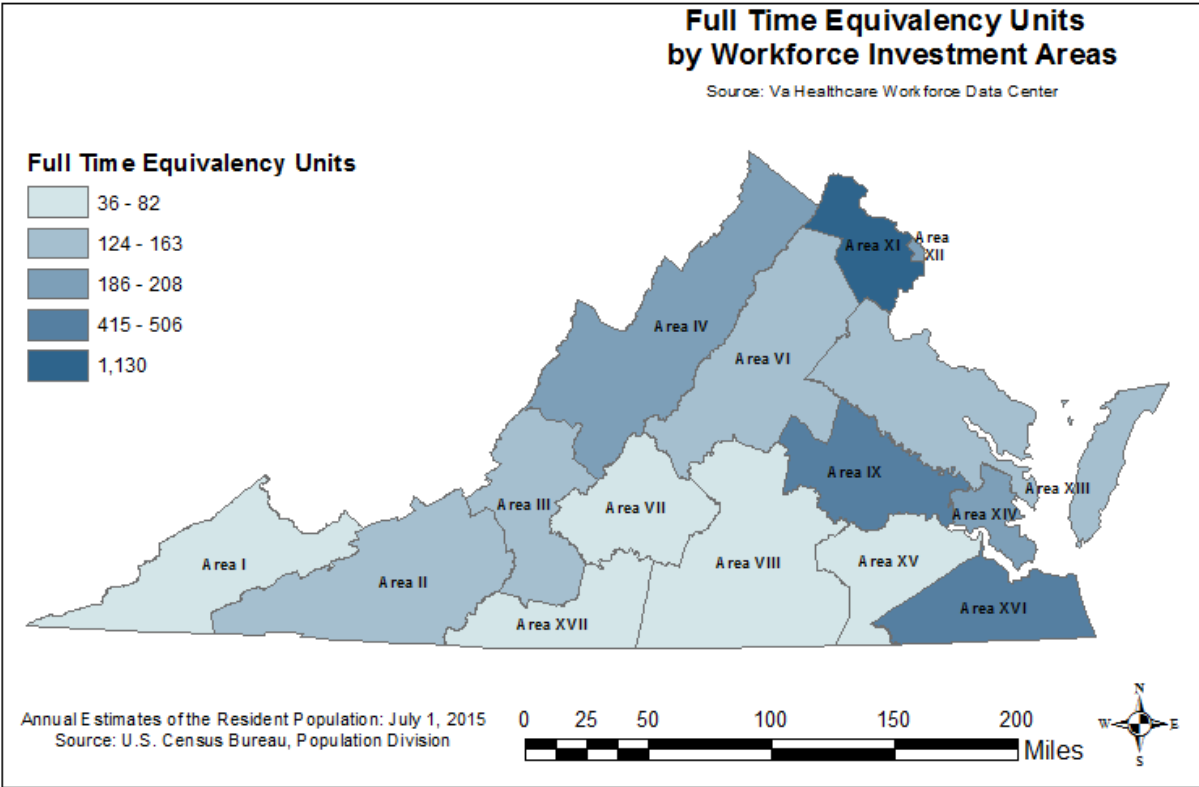


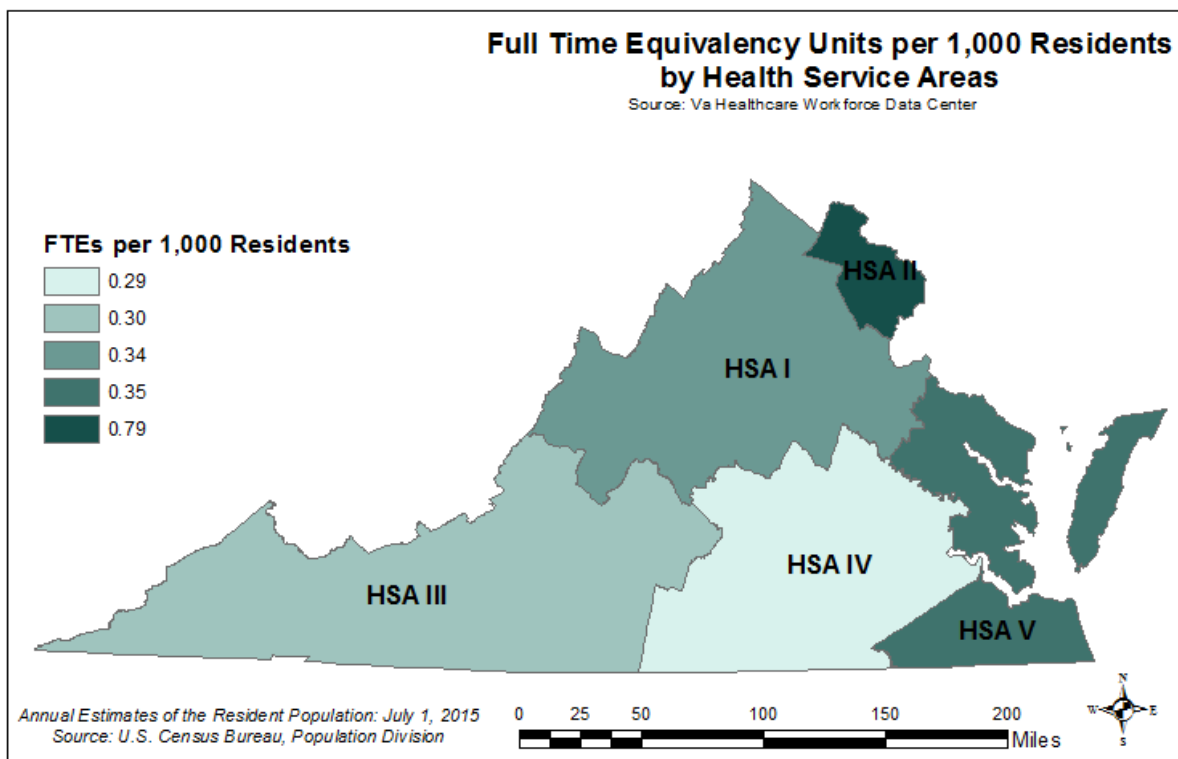
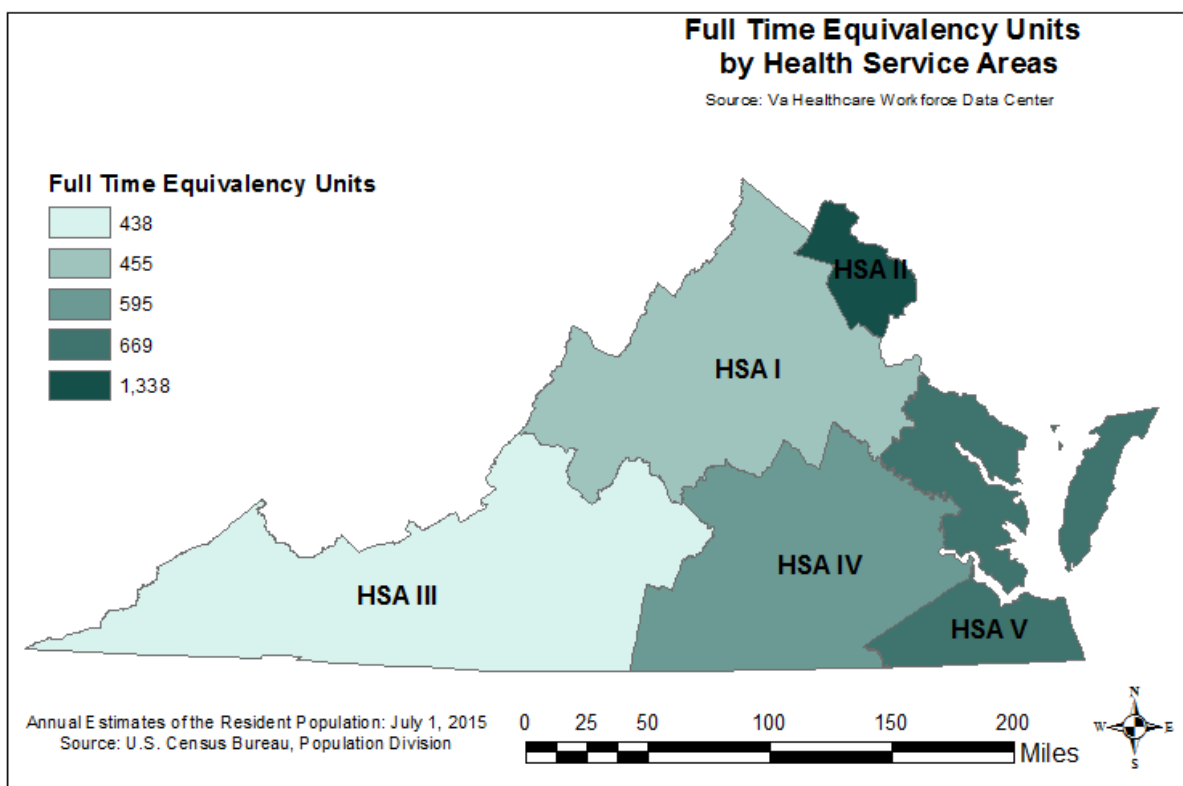
Source: Va. Healthcare Workforce Data Center

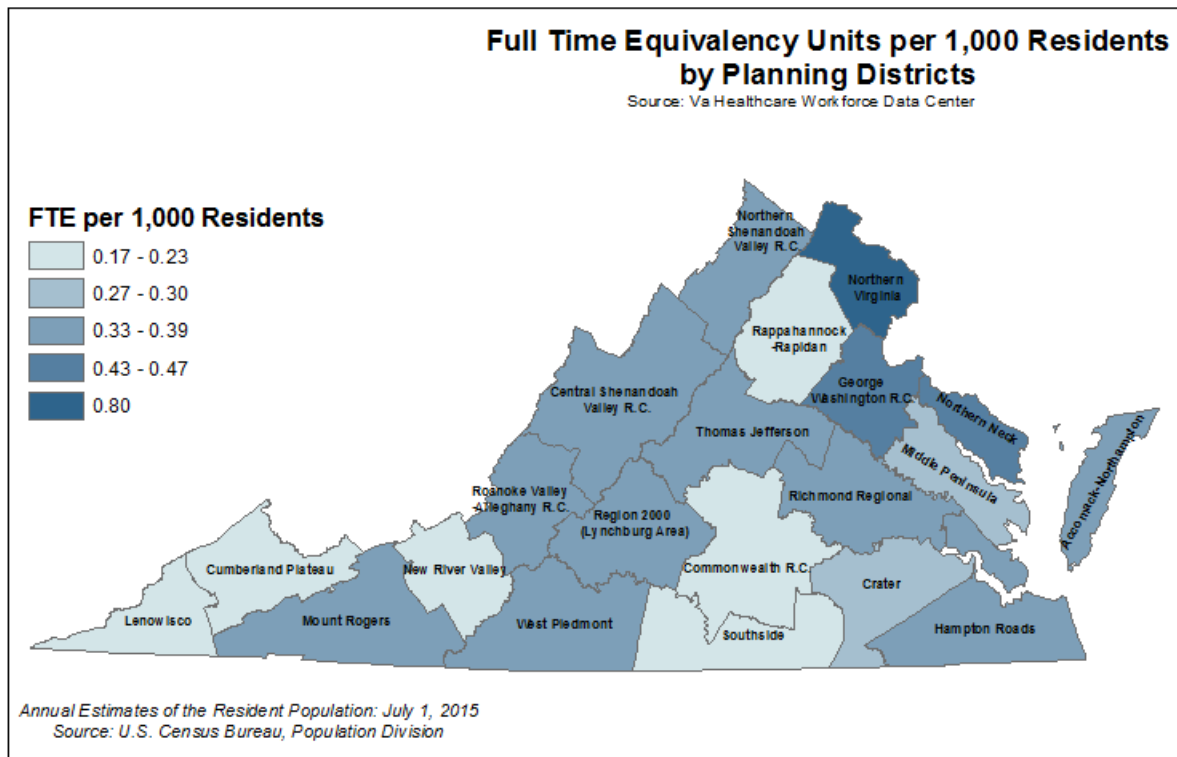
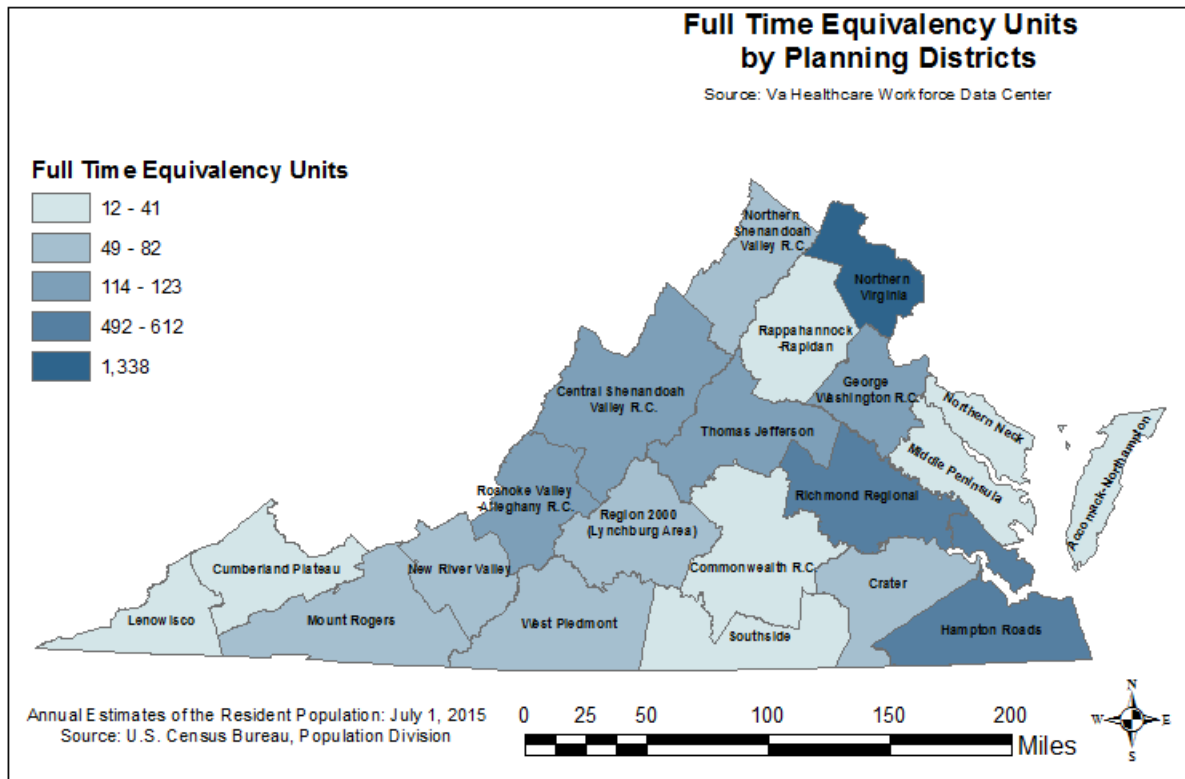
² Due to assumption violations in Mixed between-within ANOVA (Interaction effect is significant)











Appendices

Appendix A: Weights

Rural Status	Location Weight			Total Weight	
	#	Rate	Weight	Min	Max
Metro, 1 million+	4506	85.15%	1.174354965	1.087291153	1.283272518
Metro, 250,000 to 1 million	366	82.79%	1.207920792	1.118368492	1.319951465
Metro, 250,000 or less	476	83.40%	1.198992443	1.110102069	1.310195042
Urban pop 20,000+, Metro adj	73	80.82%	1.237288136	1.145558612	1.352042533
Urban pop 20,000+, nonadj	0	NA	NA	NA	NA
Urban pop, 2,500-19,999, Metro adj	139	81.29%	1.230088496	1.138892736	1.34417515
Urban pop, 2,500-19,999, nonadj	70	85.71%	1.166666667	1.080172847	1.274871156
Rural, Metro adj	83	75.90%	1.317460317	1.219787024	1.439650421
Rural, nonadj	32	78.13%	1.28	1.185103923	1.398715782
Virginia border state/DC	772	77.72%	1.286666667	1.19127634	1.40600076
Other US State	896	74.78%	1.337313433	1.238168278	1.461344847

Age	Age Weight			Total Weight	
	#	Rate	Weight	Min	Max
Under 30	185	76.76%	1.302816901	1.256273081	1.440026457
30 to 34	834	80.46%	1.242921013	1.198517005	1.373822477
35 to 39	1016	84.25%	1.186915888	1.144512692	1.311919026
40 to 44	932	89.27%	1.120192308	1.080172847	1.238168278
45 to 49	858	87.30%	1.14552737	1.104602801	1.266171568
50 to 54	662	87.46%	1.143350604	1.102503801	1.263765551
55 to 59	689	87.95%	1.136963696	1.096345069	1.256705989
60 and Over	2237	75.64%	1.322104019	1.274871156	1.461344847

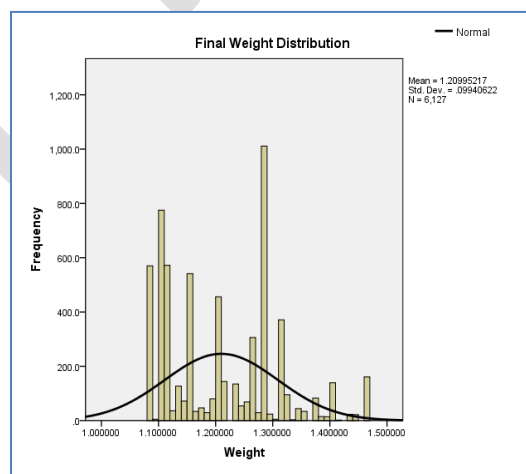
See the Methods section on the HWDC website for details on HWDC Methods:

www.dhp.virginia.gov/hwdc/

Final weights are calculated by multiplying the two weights and the overall response rate:

$$\text{Age Weight} \times \text{Rural Weight} \times \text{Response Rate} = \text{Final Weight}$$

Overall Response Rate: 0.8265



Source: Va. Healthcare Workforce Data Center